

FOLIO

UNIVERSITY OF ALBERTA
6 MARCH 1992



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Setting Michaelangelo computer virus loose on campus a criminal act, Beltrametti says *CNS taking steps to combat it*

Today (6 March) is the anniversary of Michaelangelo's birthday. It's also the expected "trigger date" of a new computer virus detected on campus called Michaelangelo, which has the potential of damaging files and erasing hard disks, rendering them unreadable by DOS.

"This is a criminal act," says Computing and Network Services Director Monica Beltrametti. "At one time, people regarded this simply as a student being funny ... but what we now know is that fines and penalties are going to be more severe."

"The damage to institutions these people cause is enormous," Dr Beltrametti told *Folio* last Friday. Furthermore, said Peter Johnston, a CNS senior analyst, the time it will take to disinfect computers and the grief and pain of losing in some cases years of data is difficult to quantify.

According to CNS officials, the virus has been detected on campus and found in commercial diskettes from these companies: Leading Edge Products, Da Vinci Systems, BitCom Communication Software, Verbatim pre-formatted diskettes and Meridian Data Inc. This demonstrates that viruses don't come solely from pirated software, shareware or games.

The virus is rapidly spreading worldwide and unlike the DataCrime virus in 1989, which

had similar destructive capabilities but did not spread, the Michaelangelo virus has become common in just 10 months from its discovery in Europe last year.

Computer viruses are computer programs that someone has written that replicate themselves. They hitchhike or hide within other applications. Viruses can scramble letters, damage disks, crash systems, cause them to work more slowly. One virus, for example, is particularly devious. It waits until a person's hard disk is 80 percent full and then, once it is triggered, destroys the hard disk.

CNS is combatting the virus in a number of ways. An anti-viral package, F-PROT version 2.02, is available free of charge at the Micro Demonstration Centre in SUB. It detects and removes the virus. Users can bring in their own formatted diskettes to get a copy of the program.

CNS is urging people to back up routinely data they have on their hard disks. Beltrametti said at the moment people have to back up their own hard disks; however, CNS is investigating the possibility of providing that service through the network for users who want it.

CNS has a malicious computer code policy to protect, as much as possible, computer users on campus from attacks by malicious computer code—more commonly known as computer

viruses. The University will pursue criminal prosecutions under section 342.1 (unauthorized use of computer) and/or section 430 (1.1) (mischievous). If a student is caught developing a virus, they could face charges laid under the Code of Student Behaviour in addition to criminal and/or civil charges. A "virus committee" has been established from a number of departments.

"We've also taken some measures to get more information out to users," said Johnston. People are also free to contact CNS for assistance.

This is not the first time the campus has had to deal with a computer virus. The so-called Empire virus was actually developed on campus last year and was later detected in cities such as Calgary, Lloydminster and Red Deer. "We investigated and got that one under control. We stopped it cold," said Johnston.

"Once a virus has been spotted and recognized as a virus, we can take steps to modify an anti-viral product to recognize that virus anywhere and stop it. We have to go in and take the results of what's left after the virus has already infiltrated the computer and determine what kind of code did it," Johnston explained.

"We're never going to eradicate them—they've been around as long as computers have," Johnston said. "Our goal is to educate people so that they can adequately protect themselves."

Bertie, Wilson honoured for efforts on behalf of United Way

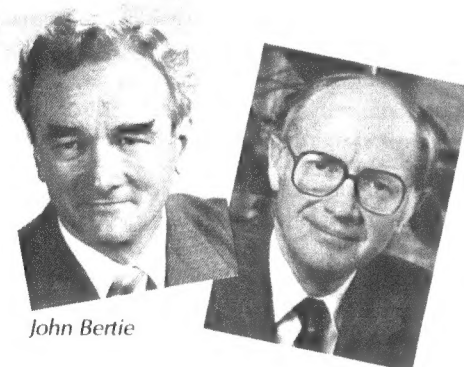
John Bertie and Doug Wilson, co-chairs of the United Way's 1991 Campus Campaign Committee, were given the United Way Chairman's Award last week.

Dr Bertie, Professor of Chemistry, and Dr Wilson, Dean of the Faculty of Medicine, were singled out for two reasons: in the three years that they have been involved in United Way campaigns, the number of on-campus donors has risen about 70 percent and the dollar amount has risen from \$150,000 in 1989 to \$219,000 in 1991.

Their award was one of about 45 presented at the Edmonton United Way's Awards Night at the Convention Inn South. The citation reads: "In recognition of outstanding service to our community."

"The people who won it [the award] are those who gave," Dr Bertie told *Folio*. "We just asked."

"We haven't actually discussed it, but we'll both likely be back next year."



John Bertie

Doug Wilson

Can health care professionals be rationers and advocates at the same time? *Seminar explores ethical dilemmas of transplantation*

Without a double lung transplant in September 1991, 27-year-old Norman Roth's fight against cystic fibrosis would have been over.

Before his transplant, every breath was work. "My lungs felt like they were full of wet cement," he said last week at the joint clinical ethics seminar. "About two years ago, I knew I was losing my battle with the disease and I needed an alternative to dying."

Once he was assessed and accepted for a double lung transplant, Roth waited 18 months before his transplant. "It's difficult because I knew I was getting sicker, but I knew I had to continue to fight and hold on. But that didn't make it any easier, and you meet other patients who are waiting for the same organs."

"You hear about other people who have received transplants—and that's difficult. You realize that it has to do with blood type, size and other considerations, and yet you still say, 'why did they get it and I didn't?'"

Increasingly, said co-panelist Vincent Bain, a member of the U of A's liver transplant team, health care professionals are being pressured to become health care rationers. "I think this



would be a big mistake," said Dr Bain, one of three panelists who spoke on the topic "Transplantation in Adults: Ethical Dilemmas and Quality of Life."

"It's inappropriate for health care professionals to be making nonmedical decisions, while also claiming to be patients' advocates," he said. "If we make a decision to limit access to a patient or to a patient subgroup, we're really abandoning the traditional doctor-patient relationship, in which we regard their self-interest as paramount."

"We can't be both a patient advocate and a rationer of medical care or distributors of organs based on nonmedical reasons," he said, adding that rationing doesn't have to be that blatant. For example, lack of referrals occurs. "In our liver transplant program, we have done about 40 transplants," he explained, but that's included only two alcoholics. And alcoholic liver disease is the most common cause of end-stage liver disease. "So are we already refusing this procedure to alcoholics?"

While the medical decisions are relatively straightforward, the nonmedical aspects are becoming increasingly abundant, he said.

"The argument goes like this, there are limited health care dollars, a finite donor supply and these need to be rationed. Therefore, are all patients equally deserving of a transplant?"

Nor can people claim that alcoholics and heavy smokers who receive transplants do less well after transplants than do other patients. If they didn't do as well, people could argue that the finite organs are better used in people who have better quality of life and survival rates. "By the time these people are being considered for transplants, they're in serious trouble, and without a transplant they're going to die."

According to Linda Buzzell, one of the two U of A Hospitals transplant coordinators, the scarcity of resources does have an impact on your attitudes and manners. "You do try to avoid thinking about individual worth and human worth, but we're all individuals who have to make judgments. So it's important that we fall back on the criteria and guidelines, which are less subjective," she said.

Continued on page 2

Health care *Continued from page 1*

One of the greatest dilemmas facing transplant teams occurs when patients have to be told they are no longer eligible for transplantation. "The patient has been told they are a good candidate, that their hopes and the team's hopes are based on transplantation. They have always been told that there may come a time when they are no longer adequately healthy enough [to undergo transplantation]," Buzzell explained. "Those are very difficult issues for the team to face."

Rehabilitation and compliance following surgery are the final stages of the transplantation process. It's in this area that tremendous dilemmas arise, she said. "The organ is in, you can't take it back ... and you see people who in your judgment are 'wasting' that organ," she said. "Someone with a lung transplant will start smoking even though they've vowed never to smoke again."

"You do try to avoid thinking about individual worth and human worth, but we're all individuals who have to make judgments. So it's important that we fall back on the criteria and guidelines, which are less subjective."

Linda Buzzell

Buzzell, who describes herself as consequence-oriented, told of some of the (transplantation) issues confronting nurses and said it's important for nurses not to place their own judgments and values on individuals.

Explaining the selection process, she said every potential candidate has to be told that they have end-stage disease. They are asked whether they wish to be assessed for transplantation. The patient then goes through a rigorous series of tests. Guidelines exist to help the team make decisions. Some of them are absolute, and in some cases it can be determined that a patient can or cannot be matched. "But many of the criteria, unfortunately, require some subjective input." The team discusses the cases, and then candidacy is the next stage.

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Notice of coming events: 9 am three weeks in advance of event. **Classified advertisements:** 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements.

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Display advertisements: 3 pm Thursday, eight days before desired publication date. Camera ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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BAMBER EARNS UNITED WAY RECOGNITION

Gail Bamber receives a United Way Certificate of Recognition from Glenn Harris, Vice-President (Finance and Administration).

Bamber, departmental executive secretary to the Office of the Vice-President (Academic), was seconded to the United Way from 26 August to 15 November. She was assigned to "Major Corporations" and provided three accounts (Canadian Imperial Bank of Commerce, the *Edmonton Journal* and Interprovincial Pipe Line) with supplies. She also gave more than 50 presentations.

"There's a tendency to think we live in a faceless society," Bamber said, adding that visits to inner city United Way agencies her first day on the job brought home the point that it just isn't so.



Print in the making: Art and Design student Barbara Krzymien inks a lithostone (Bavarian limestone) before making copies of her print using the recently installed Takach Lithography Press. Krzymien and other students helped raise funds to purchase the press from a firm in Albuquerque, New Mexico.

CALL FOR NOMINATIONS: 1992 3M TEACHING FELLOWSHIPS

Nominations for this year's 3M Teaching Fellowships are now being taken by the Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada Inc. The Fellowships are open to all 39,000 Canadian university teachers, regardless of discipline or level of appointment.

STLHE Coordinator Alan Blizzard says the awards (up to 10 are given annually) are "intended to recognize and award a very special type of faculty member: one who, in addition to being known for exemplary teaching, is also active in promoting exemplary university teaching in others."

Further information and nomination forms can be obtained through University Teaching Services (Director: Bente Roed, 492-2826).

CURRENTS



Notice of service interruption

Due to office renovations, the University Cashier and the Fees Service Counter will close at noon, Friday, 6 March, and reopen at 9 am Tuesday, 10 March. The Office of the Comptroller apologizes for any inconvenience.

Native Awareness Days

The formal program for Native Awareness Days concludes this afternoon (6 March) with a panel discussion on constitutional reform (1 to 3 o'clock) and an arts presentation called "Aboriginal Artists Respond to Five Hundred Years of Discovery" (3 to 4:30). Both events will take place in Lister Hall.

Career and Placement Services Forums

Career and Placement Services (CaPS) has scheduled the following career forums: Human Resources Career Forum (10 March, 6 to 9 pm, 1-10 Business Building); Working Abroad (12 March, 6 to 9 pm, B-45 HM Tory Building); Starting Your Own Business (17 March, 6 to 9 pm, 1-15 Humanities Centre); and Art and Design Career Forum (18 March, 6 to 9 pm, 1-11 Humanities Centre).

Tickets for each forum are \$3 and are available at CaPS, 4th floor Students' Union Building.

Four U of A Hospitals doctors listed in 'Best Doctors' guide

If a friend or loved one came to you with a medical problem in your field of expertise, and for some reason you couldn't handle the case, to whom would you send them?

That was the question authors Steven Naifeh and Gregory Smith and a team of pollsters asked 3,850 American doctors—slightly more than one percent of that country's 350,000 doctors. Their answers included four doctors from the University of Alberta Hospitals.

The first edition of *The Best Doctors in America*, meant to be a companion volume to *The Best Lawyers in America*, has just been released. Included in the directory are: Michael Brooke (Director, Muscle Disease Research Centre), Henry Pabst (Pediatrics), Carl Kjellstrand (Nephrology) and James Cuyler (Otolaryngology). Of the four, only Dr Cuyler is unaffiliated with the University of Alberta.

"What makes our survey of doctors so credible," says Naifeh, "is that we have the evaluating done by other doctors. Someone who practices the same kind of medicine is uniquely well-situated to assess another doctor's competence."

McGill professor to speak on patients' best interests

The St. Joseph's College Catholic Bioethics Centre is sponsoring the visit of Edward Keyserlingk of the McGill Centre for Medicine, Ethics and Law.

Professor Keyserlingk will give three public lectures on the topic "Patient Best Interests: Underfunding or Overtreatment in Critical Care?" The lecture titles are: "Deriving Patient Benefit From Resource Limitations" (11 March, 4 pm); "The Scope and Limits of Treatment Requests by a Patient's Family: When to Just Say Yes or Just Say No" (11 March, 7:30 pm); and "The Limits of Medical Feeding and Hydration: Nourishing Patients or Nourishing Symbols?" (12 March, 1:30 pm).

Each lecture will be delivered in Bernard Snell Hall, Walter C Mackenzie Health Sciences Centre.

'Into the fray' Sociologist's visit begins with talk on gender issues

Visiting sociologist David Klein will waste little time getting his feet wet (and we're not talking about spring runoff).

Dr Klein, from Notre Dame University, Indiana, arrives on the morning of 9 March and speaks that evening (Tory Lecture Theatre B2, 7:30) on the topic "Caught in the Crunch: Neo-traditional Husbands in a Feminist World."

Dr Klein has indicated that he will "likely" cover the following subjects: the impact of feminist thinking on academic life (faculty relations, curricula, student acceptance); current features of the feminist agenda (moving from a monolithic to a pluralistic perspective, bringing men into the fold); a husband's dilemma (ambivalence towards gender roles in marriage and parenthood); defining the "neo-traditional" husband (the archetypal male-in-transition); and needed steps in research and practice (measurement, prediction, and intervention).

A frequent lecturer on topics related to family research, Dr Klein is a researcher/

teacher of social psychology, sociology of science, history of family studies, intergenerational relations among adults, and changing family values. He is a co-editor of the books *Social Stress and Family Development* (1988) and *Changing Societal Institutions* (1990). His own book, *Families and Social Science: A Compendium of Ideas About Theory, Method, and Substance*, is in progress.

In addition to his evening lecture, Dr Klein will take part in a number of activities, including a Sociology lunch bag seminar entitled "Grazing and Other 'Strange' Behaviors: The Social Networks of Adolescents in a Neighborhood Context." The seminar will take place 11 March, noon to 1 pm, in 5-21 Tory Building.

Dr Klein will be on campus 9 to 20 March. His visit is sponsored by the Endowment Fund for the Future Distinguished Visitors Fund, and he will be located in the Department of Family Studies. Most of his activity will be in that department and in the Departments of Educational Psychology and Sociology.

Kaplan Award recipient loves his position on research frontier

Brian Sykes an acknowledged world authority on studies of muscle proteins

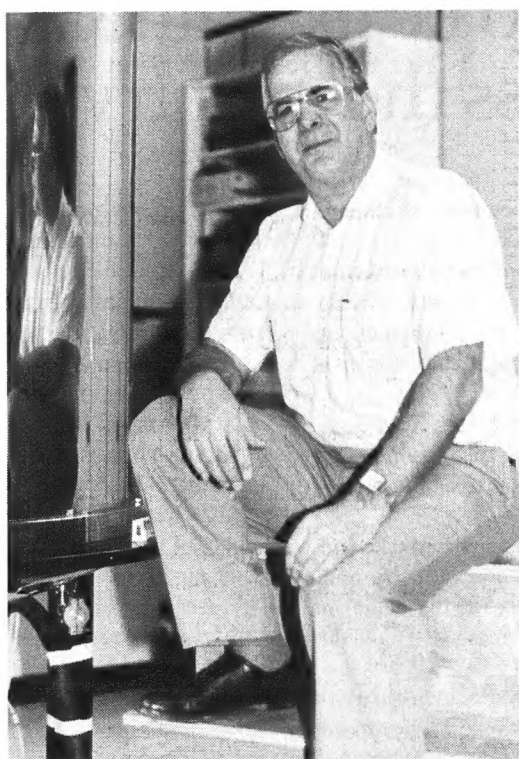
Wrapped up in the trial and error business that is science are dedication to detail, competition, fear of making a mistake, and the gnawing feeling that you must publish or you will perish.

It's been said that 99 percent of the scientists who ever lived are alive today and whoever said it won't get an argument from Brian Sykes. "In the old days, if you had a good idea you could work away on it. These days, four or five others will be working on it worldwide," says the Professor of Biochemistry and 1992 laureate of the J Gordin Kaplan Award for Excellence in Research.

"The other night I took home ten or twelve [scientific] journals and found that researchers in Japan and California are working on projects similar to those I'm working on. It's very hard to be far ahead of your field these days."

What matters heavily to Dr Sykes knowing that he's a) at the frontier and b) helping to advance it little by little. That and being able to appreciate the beauty of science in general and his discipline in particular, to devote oneself to an experiment and then watching in wonder as something at once simple and profound emerges from the complex. It was just such an occurrence—the pinning down of the first structure of a protein in the late 1960s—that prompted him to close the book on his first career choice, physical chemistry, and take up biochemistry, specifically protein structure and function.

Dr Sykes, who says he's a "much more chemically-trained person," credits the first structure of a protein with "putting the chemistry into biochemistry." He concluded his teaching of chemistry at Harvard University in 1975 and returned to the University of Alberta where he had earned his BSc (Honors Chemistry) a decade earlier. A teacher doesn't



The proteins Brian Sykes is studying have very complicated responses to electromagnetic stimulation, and the highest possible field is needed to separate them for measurement. The cryomagnet in his lab can generate a magnetic field more than 200,000 times stronger than the earth's magnetic field.

up and leave Harvard unless there's a powerful reason. In Dr Sykes's case it was the establishment of the MRC (Medical Research Council) Group in Protein Structure and Function. With Cyril Kay and Lawrence Smillie (co-directors) and fellow investigators Bob Hodges, Michael James, and Bob Fletterick (no longer at the U of A), Dr Sykes found himself at the frontier mentioned earlier, looking ahead expectantly.

His investigations are based on the application of nuclear magnetic resonance techniques to shed light on the properties and/or mechanism of action of a number of protein and enzyme systems.

(NMR works on the principle that chemical compounds differ in their response to magnetic fields. A scan is made using two magnetic fields. In the vertical field, nuclei are directed toward one axis. When a second field is added, perpendicular to the first, some particles will flip to the new axis. Turn off the second field, and these particles will return to their original position. The time taken to return gives the key to the chemical content of the tissue at that instant.)

"It's a complex field, one that's more in-depth than in-breadth," Dr Sykes says. That means there's "a continual challenge to keep learning and keep up with the technology. If I had stopped five or ten years ago and rested on my laurels, I'd be completely antiquated by now. I'm afraid the people in my lab often hear me say, 'Write it up'... but it's got to be done."

"One needs a good team of researchers and collaborative efforts to attack large, significant problems."

The research is also very structurally oriented, involving as it does a daily routine of 1) collecting spectral data so that the structure of different proteins can be calculated in solution, 2) analyzing the data, and 3) trying to determine what the end-function of a particular protein could be.

In 1989, Drs Sykes, Hodges and Kay were named the investigators for the Alberta node of the federal government-sponsored Protein Engineering Networks of Centres of Excellence (PENEC). The basic objective is to study the functioning of proteins and then improve them by making systematic changes to their building block structure. Improved proteins can be of

great benefit in the treatment of infectious diseases; they can also be used in the food industry, in a variety of industrial products, and in the development of disease-resistant crops. Funding of some \$6 million allowed Dr Sykes to purchase a 600 MHz NMR spectrometer, currently the largest field strength instrument in any laboratory in Canada.

Dr Sykes's scientific contributions have been recognized by his receipt of the Ayerst Award of the Canadian Biochemical Society, the EWR Steacie Prize in Natural Sciences, both in 1982, and election to fellowship in the Royal Society of Canada in 1985. He is the first and only Canadian member of the editorial board of *Biochemistry*, the official journal of the American Chemical Society.

Dr Sykes keeps a good thought for the late Dr Kaplan, a biochemist himself and the University's first Vice-President (Research). The two first met when Dr Kaplan was at the University of Ottawa and serving as president of the Canadian Biochemical Society. "He knew everybody," Dr Sykes recalls. "He was excellent at catalyzing research on this [U of A] campus and he was a real inspiration in terms of fighting his personal battles [Dr Kaplan contracted polio in his late twenties and cancer in his later years]."

"I'm very honoured to win an award in his name."

Dr Sykes and Alice Nakamura (see article below) will be presented with the Kaplan Award 12 March at 8 o'clock in Bernard Snell Lecture Theatre. Dr Sykes will speak on "How Nuclear Spins Can Tell Us About Protein Structure and Function." "I'll try to convey what we do and how we do it, with some flashbacks to some of the results we've seen over the years."

Alice Nakamura recognized expert in labour economics

Business professor to receive J Gordin Kaplan Award

People use "statistics" to prove or disprove claims about public or business behaviour. And many people often attribute causal interrelationships to circumstantially related facts.

However, a husband and wife team in the Faculty of Business, Alice and Masao Nakamura, have conducted statistical research on ways of testing the significance of statistical evidence and of determining whether there is a causal basis for observed regularities.

According to Alice Nakamura, human beings readily attribute causal interrelationships to circumstantially related facts. For many people, there is an implicit process of elimination from obvious to more obscure potential causal connections, with the first possible causal connection that cannot be dismissed as false being readily accepted as the truth.

Consider two neighbours, one with an income three times higher than the other. Suppose the neighbour with the higher income has a college degree while the other one does not. The natural tendency would be to attribute the difference in earnings to the difference in education.

Now, suppose it's the neighbour without the college degree who earns more, and suppose that that neighbour is regularly seen leaving early in the morning for work and returning after 7 pm. If the less well-off neighbour happens to work shorter hours, the earnings difference would be attributed to differences in career commitment and work effort. On the other hand, suppose little is known about the



Alice Nakamura

work habits and situations of the two neighbours, but it can be seen that the better-off one is a man and the less well-off one is a woman.

"Some would jump to the conclusion that the woman earns less because she is less interested in career-related activities or has less time and energy to devote to a career, while others would take the observed lower earnings of the woman—despite her higher level of education—as prima facie evidence of sex discrimination."

It's precisely these kinds of situations that have challenged the Nakamuras to devise sta-

tistical testing procedures and ways of identifying types of data that will be helpful in discriminating among alternative plausible explanations of observed statistical associations.

A common thread throughout their work has been their interest in statistical methods for learning about human economic behaviour. Faculty of Business Dean Jean-Louis Malouin, in his letter of support for Alice Nakamura's successful nomination for the J Gordin Kaplan Award for Excellence in Research, said she has devoted much of her career to the application of econometrics and other quantitative analytical methods to labour economics, and accompanying contributions to econometrics and simulation methodology.

One of her colleagues at the Curtis L Carlson School of Management at the University of Minnesota, Mahmood Zaidi, wrote: "The Second Paycheck by Alice and Masao Nakamura is a gold mine of empirical evidence on the dynamic labour supply behaviour of men and women. It is the most comprehensive study of this topic. In the future, no serious scholar can build formal dynamic models of labour supply that neglect the empirical regularities presented in this book."

McMaster University Professor of Economics Martin Browning concurs. "My feeling is that Alice is the highest profile economist at the University of Alberta.... It is incontrovertible that she would be a leading member of any department in Canada."

INSTRUCTIONAL FAIR '92

Once again ways in which communications and information technologies are being used in teaching and learning will be highlighted at the Instructional Fair in the Faculty of Education. Programs developed for computers, videodiscs, and CD-ROM will be among the instructional solutions demonstrated for fairgoers by participants from various Faculties across campus. Distance learning and on-campus learning will both be exemplified, along with programs for individual study, small group work, and simulations.

The fair will be held on the afternoons of Tuesday and Wednesday, 10 and 11 March, from 1 to 4 pm in 2-111 Education North. It is sponsored by the Faculty of Education and University Teaching Services. This year the fair will also help celebrate the 50th Anniversary of the Faculty of Education.

In many cases visitors to the fair will be able to discuss applications and techniques they find most interesting with the faculty members and developers who conceived and produced them. Some examples of new technology products developed away from the University of Alberta will also be displayed this year. The same selection of projects and products will be offered each afternoon so interested faculty members and graduate students can pick the afternoon that is most convenient for them.

The Faculty of Education and University Teaching Services invite all University instructors, graduate students, and their counterparts at other educational institutions to visit the Instructional Fair.

Global warming effects to be examined by researchers from across the country

Mackenzie Basin Impact Study Group contains a number of U of A researchers

The Government of Alberta is taking the potential of climate change as a result of global warming seriously, but there is still a noticeable lack of hard data on which to plan and base future decisions. That was what an official with Alberta Forestry, Lands and Wildlife told researchers from across the country 25 February, as they met on campus for the Mackenzie Basin Impact Study Group's first workshop.

Ken Higginbotham, Assistant Deputy Minister of the Forest Research Branch, pointed out that there is strong disagreement on whether northern forests are going to get wetter or dryer as a consequence of global warming.

Ninety percent of the province's forests lie within the Mackenzie Basin. Forestry in the province is now a \$3 billion industry and has 12,000 direct jobs. So, obviously, Alberta has a big stake in determining just what kinds of effects global warming will have on its forests, he said.



Tourism and the cost of firefighting may increase in the Mackenzie Basin as a result of global warming.



A number of researchers—some of whom are from the University of Alberta—are involved in the Mackenzie Basin Impact Study, funded by the federal government's \$85 million Green Plan. Scientists have pointed out that the Mackenzie Basin is among the regions in Canada most likely to be affected by climate change.

"Climate changes may have significant impacts on growth rates of trees and therefore our potential timber yields," Higginbotham said. "This is an area we're concerned with right now. If we knew what kind of impact climate changes were going to have on growth rates, we could then be able to adjust annual allowable harvests upward or downward."

Global warming may also result in a longer ice-free shipping season in the Mackenzie River Basin, said Dennis Davis, Director General of Inland Waters Directorate, Environment Canada. It's also possible water levels will rise and shipping schedules will likely change as a result of changing water volume flow patterns.

"You're probably going to have lower minimum flows during the summer and a rockier ride down the Mackenzie River, but that will be partially offset by the fact the navigation season will be longer," Davis told the gathering of scientists, bureaucrats, private sector officials and members of native organizations. He added that the actual tonnage shipping companies will be able to move down the river will likely not change much as a result of the river flow changes.

Buildings, roads and pipelines built on permafrost will be affected by global warming, Davis cautioned. "Those are important consequences, but I also think we have the ability to adjust to those kinds of changes."

"In many ways the Mackenzie River Basin is an upside down basin. In almost every other major basin in the world, the major industrial development tends to be near the mouth and as you move progressively upstream, it becomes more and more remote and less populated. The Mackenzie is exactly the opposite."

Tourism will increase as a result of a longer open-water season and commercial and sport fishing will likely increase. Moreover, energy requirements will decrease significantly in the North, he said, challenging the scientific community to "do the scientific leg-work and tell me whether my assumptions are right."

Government of the Northwest Territories Assistant Deputy Minister, Department of Renewable Resources, Bob McLeod, said some people are looking forward to shorter winters in the North as a consequence of global warming, but overall the effects of global warming may not be as positive. For example, the viability of ice roads during the winter could result in higher food costs if southern suppliers have to rely more heavily on expensive air transportation, he said.

McLeod said the possibility that forest fires will increase is a frightening prospect. "Where will we get the money to fight these fires?" he asked. And if global warming pushes the tree line further North and colonizes what is now tundra, how will this affect the

caribou? While people can likely adapt more readily to climatic change, plants and animals may not be able to do so, he said.

He raised the long-standing issue of water contamination from southern sources such as pulp mills and urged the group to pay particular attention to water quality issues.

The Mackenzie Basin Impact Study is being funded by the federal government's environmental Green Plan, which will give the group \$800,000 over six years to fund research on potential regional effects of climatic change on the basin. Funding is also coming from Esso Resources, Alberta Environment and the Canadian Climate Program, explains the chair of the study group's working committee, Stewart Cohen, of the Canadian Climate Centre. (It's unclear to what extent the group's funding will be affected by recent cuts to the Green Plan, announced as part of the federal government's spending estimates.)

McLeod and Walter Janvier, a member of the study group's working committee and representative of the Indian Association of Alberta, both reminded workshop participants that any future studies would have to incorporate indigenous knowledge, and extensive consultation would have to occur within the communities.

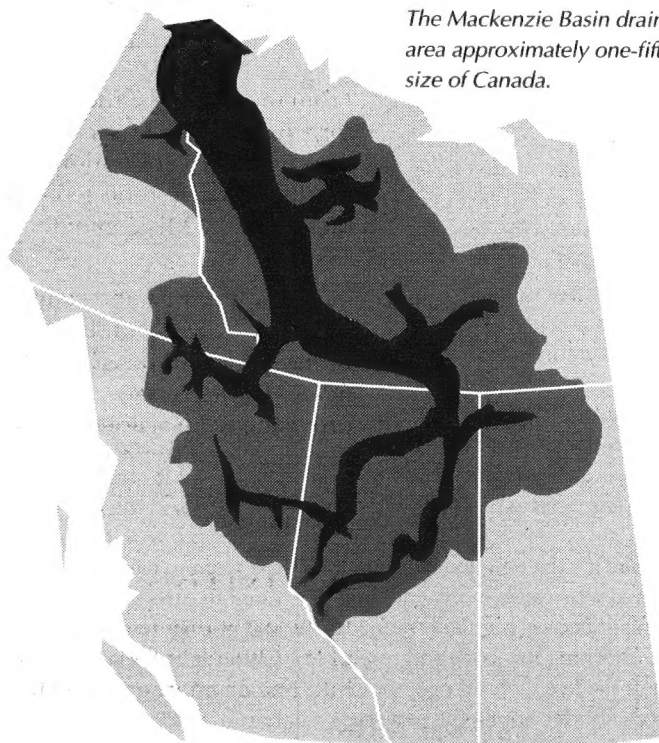
Alberta Environment's Bruce MacLock said the Peace-Athabasca Delta continues to dry up. "Maybe we'll have to buy a bigger two-by-four or something," he said, referring to the construction of the Bennett Dam near Williston Lake, BC, which many claim has substantially reduced water levels downstream and caused substantial damage to the delta and, as a result, been a major irritant between BC and its eastern and northern neighbours.

Study group member and BC Hydro representative Bijou Kartha responded: "Confrontation and arguing won't solve anything. We have to come up with mutually satisfactory solutions. We see your frustrations."

The Mackenzie River Basin drains an area about one fifth of Canada's total area. Its discharge volume ranks seventh in the world and second only to the St. Lawrence in Canada. Its headwaters flow approximately 4,000 kilometres from Finlay River, BC, to the Beaufort Sea, making the Mackenzie River the country's longest river.

Higginbotham pointed out that the Minister of Forestry, Lands and Wildlife gets lots of letters from people with environmental concerns who suggest that clear-cut harvesting and so-called deforestation they suggest is occurring in northern Alberta is going to exacerbate climate change problems. "That whole issue is one of real importance. It's our view that that's not the case, that our reforestation methods and successes ... leads to a situation where there is still the capability in those systems to sequester carbon."

"As a matter of fact, with our success in fire fighting and fire prevention capabilities increasing all the time, the average age of Alberta's forests is probably increasing rather than decreasing," he contended. The province's methods of managing its forests are not contributing to the rate of climate changes.



The Mackenzie Basin drains an area approximately one-fifth the size of Canada.



Office of Human Rights

Annual Report

December 1, 1990 – November 30, 1991

■ BACKGROUND

HISTORY

The Office of Human Rights (OHR) opened on December 1, 1990. While its mandate had not been firmly set at that time, OHR was expected to undertake a wide variety of activities. It was also understood that OHR would have definite responsibility for two areas: development and implementation of an employment equity plan for the University; and ongoing implementation of the University's sexual harassment procedures. (Subsequently, OHR staff defined and adopted a mission statement and a mandate (Appendix A); neither document is necessarily a final version.)

RESOURCES

Initially OHR was provided with a base budget of \$120,000. This enabled the purchase of one support staff position and one and one-half professional positions, and covered running expenses such as telephone, supplies, printing, computing and communications.

From August 1 1991, the Dean of Students contributed funds for one half of a professional position, in recognition of OHR's work for students and student groups.

STRATEGY

The establishment of the Office of Human Rights, following release and discussion of the "Report of the President's Commission for Equality and Respect on Campus", generated a wide variety of expectations of OHR.

During the first year of OHR's operation, therefore, the strategy adopted has been to respond to the legitimate issues brought to the Office; to document this work (as far as possible); to assume that these activities reflect the University community's expectations of OHR; and to feed the information back to the community in the form of this Report.

■ THE FIRST YEAR OF OPERATION

From the day the Office opened, OHR was faced with demands for a wide range of services. This indicated the University community's expectations of a unit called the Office of Human Rights, and also reflected expectations arising from the statement in "The Mission of the University of Alberta" (February 1, 1991):

"In the admission and evaluation of students, and the hiring and promotion of staff and faculty, the University is committed to fairness without discrimination on the basis of such characteristics as gender or race. An essential part of our mission is the provision of an academic environment in which all of our students and faculty are encouraged and supported in the advancement of learning, and in which intolerance, sexism, and bigotry have no place."

ACTIVITIES

In the early months of OHR's operations, it became clear that all of the Office's important interactions with the University fell into one or another of the following four categories: dealing

with reported incidents; providing consultations; making presentations; and responding to requests for materials.

Interactions were recorded under these categories, and the data are described and presented in the following pages. It should be noted that the figures on consultations and requests for material do not give the complete picture of OHR activities in these areas. Initially their importance was not fully appreciated and in the first few months of operation they were not recorded. Even during subsequent months, busy staff may not always have had time to record the data.

Reported incidents

An incident is defined as an allegation that a person or persons have been harassed or discriminated against when the allegation is reported to the Office of Human Rights by the complainant or complainants.

Harassment is defined as the abusive, unfair or demeaning treatment of a person or group of persons that has the effect or purpose of unreasonably interfering with a person's or group's status or performance or creating a hostile or intimidating working or educational environment. [This definition is borrowed from the Harassment Policies and Procedures of the University of Victoria, with permission.]

Discrimination is defined as the differential treatment of a person or group of persons on the basis of such characteristics as race, religious belief, colour, sex, physical disability, marital status, age, ancestry, place of origin or sexual orientation.

Incidents include allegations of sexual harassment which is, in the Canadian legal context, considered to be discrimination based on sex or gender.

When an incident (as defined above) is reported first to another campus office or agency which then seeks advice from OHR, the interaction is recorded as a consultation.

In the year in review, 89 incidents were reported to OHR.

Responding to an incident

All reports of incidents are confidential and are not discussed with anyone without the complainant's written permission.

When an incident is reported to OHR, staff will, if asked to do so by the complainant, offer advice, outline options for informal and formal resolution, help to obtain information and/or attempt to facilitate informal resolution. Sometimes mediation services are involved. OHR is not empowered to investigate incidents reported to it as there are formal avenues open to a complainant. These are defined in the disciplinary or grievance clauses of the two collective agreements and the Code of Student Behavior.

Sometimes a complainant does not ask for help of any kind but just wants to report the incident. Thus, the time involved in responding to an incident varies widely: some incidents involve only one appointment; others take several months to resolve.

Informal resolutions

Informal resolutions include any solution that is satisfactory to the complainant and that does not involve the use of the disciplinary or grievance clauses of the collective agreements, the Code of Student Behavior, the Alberta Human Rights Commission or the courts.

An informal resolution may be a mediated settlement, apology, explanation or discussion. It may involve informing respondents of the full impact of their actions or words, or communicating details of the incident to superiors for action short of formal discipline. On rare occasions, an informal resolution may involve facilitating a transfer or physical relocation of the complainant or respondent.

In effecting informal resolutions, OHR has often been assisted by other campus offices and agencies and this help is gratefully acknowledged (Appendix B).

Formal proceedings

An incident can become the subject of formal proceedings if the complainant so wishes. Formal proceedings are defined as making use of the disciplinary procedures appropriate to the alleged harasser (Code of Student Behavior for graduate and undergraduate students; the disciplinary clauses of the two collective agreements for support or academic staff) or the grievance procedures of the agreements.

OHR's role with respect to formal proceedings is to advise complainants that proceedings are available and to help prepare the formal complaint if asked to do so.

Some of the incidents reported to OHR could, if the complainant wished, be the subject of legal action or investigation through the Alberta Human Rights Commission (AHRC). These options are included when OHR outlines to complainants the avenues open to them. When a complainant launches a legal action or has secured the assistance of the AHRC, it is OHR policy to provide no further assistance, to avoid any appearance of conflict of interest.

Tables 1, 2 and 3 give data on incidents reported to OHR in this first year of operation.

Consultations

A consultation is defined as a request for information, advice or referral by someone other than a complainant.

In the year in review, OHR provided 164 consultations.

Consultations are on a wide range of subjects and are requested by a variety of clients, who see OHR as a useful source of assistance and advice.

For example, a scholarship committee may ask for advice on the conditions of a particular scholarship that seem to contravene human rights policies—is there a way to solve the dilemma? A committee may need advice on formulating policy on infectious diseases and admission. Administrators may seek counsel on dealing with what they perceive to be difficult students, staff or situations. Supervisors may want help and guidance on how to handle a complaint of harassment or discrimination. Members of the University community may seek advice on how to affect policy on spousal benefits, or how to bring concerns about language tests for English-speaking foreign students to the attention of the appropriate person or committee.

Consultations also take the form of contact with members of the media, to explain developments in employment equity, sexual harassment and related topics. Media interest in the Office of Human Rights is high. In the fall of 1991 OHR drew the attention of the national media on at least two occasions and also received several enquiries from the American media. Media attention has now shifted somewhat away from the Office itself to the issues the Office deals with. After the Thomas confirmation hearings, for example, the local media had extensive consultations with OHR on the subject of sexual harassment in the workplace. More recently, the media focus has shifted to employment equity.

As well, consultations involve handling queries from members of the general public on subjects ranging from employment

Table 1
Incidents reported, by type, showing gender of complainant and alleged respondent

Type	#*	Complainant		Alleged Respondent		University	
		Female	Male	Female	Male	Department	Organization ¹
Human Rights							
Race	12	3	10	0	1	9	2
Religious beliefs	1	0	1	0	0	0	1
Sex or gender	15	14	1	1	5	4	5
Sexual harassment	33	27	6	6	27	0	0
Physical disability	4	3	1	0	0	3	1
Age	2	1	2	0	0	0	2
Place of origin	3	2	1	0	3	0	0
Sexual orientation	4	4	0	0	0	1	3
Other							
Personal harassment ²	4	1	3	1	1	0	2
Worksite harassment ³	5	5	1	3	1	1	0
Intellectual harassment ⁴	2	1	1	0	1	1	0
Wrongful dismissal	3	2	1	1	1	1	0
Pay equity	1	0	1	0	0	1	0
Totals	89	63	29	12	40	21	16

¹An organization is a group associated with the University, most often a student or staff group.

²Personal harassment is defined as harassment between peers not involving any of the protected grounds (race, etc.).

³Worksite harassment is defined as misuse of authority on the part of a supervisor.

⁴Intellectual harassment is defined as the inappropriate restriction of academic thought or expression.

*Note: Some incidents involve more than one complainant.

Table 3
Incidents reported, by type, showing form of resolution

Type	#	Resolution					
		No action Requested ¹	Dropped ²	Informal	Formal	External ³	Ongoing
Human Rights							
Race	12	2	3	4	0	2	1
Religious beliefs	1	0	1	0	0	0	0
Sex or gender	15	1	2	10	0	0	2
Sexual harassment	33	2	1	25	2	0	3
Physical disability	4	0	0	4	0	0	0
Age	2	1	0	1	0	0	0
Place of origin	3	0	0	3	0	0	0
Sexual orientation	4	0	0	4	0	0	0
Other							
Personal harassment	4	1	0	3	0	0	0
Worksite harassment	5	0	0	5	0	0	0
Intellectual harassment	2	0	0	1	0	0	1
Wrongful dismissal	3	0	1	1	0	1	0
Pay equity	1	0	0	1	0	0	0
Totals	89	7	8	62	2	3	7

¹Complainant wished only to report incident.

²At complainant's request, actions were stopped before resolution was achieved.

³Referred to Alberta Human Rights Commission or the courts.

Table 2
Incidents reported, showing status of complainant and alleged respondent

Type	#	Complainant						Alleged Respondent						
		Academic	Non-Academic	Graduate Student	Undergraduate Student	Trust	Visitor ¹	Academic	Non-Academic	Graduate Student	Undergraduate Student	Visitor ¹	University Department	Organization
Human Rights														
Race	12	2	1	3	1	2	4	1	0	0	0	0	9	2
Religious beliefs	1	0	0	1	0	0	0	0	0	0	0	0	0	1
Sex or gender	15	5	2	2	5	0	1	4	1	0	0	1	4	5
Sexual harassment	33	4	3	8	16	0	2	12	4	6	10	1	0	0
Physical disability	4	1	1	1	1	0	0	0	0	0	0	0	3	1
Age	2	0	0	1	2	0	0	0	0	0	0	0	0	2
Place of origin	3	2	0	0	0	1	0	3	0	0	0	0	0	0
Sexual orientation	4	0	1	1	2	0	0	0	0	0	0	0	1	3
Other														
Personal harassment	4	1	1	1	1	0	0	1	0	0	1	0	0	2
Worksite harassment	5	0	3	1	0	2	0	3	1	0	0	0	1	0
Intellectual harassment	2	1	0	0	1	0	0	1	0	0	0	0	1	0
Wrongful dismissal	3	0	1	0	0	2	0	2	0	0	0	0	1	0
Pay equity	1	0	1	0	0	0	0	0	0	0	0	0	1	0
Totals	89	16	14	19	29	7	7	27	6	6	11	2	21	16

¹A visitor is defined as a person making use of campus facilities who is not an employee or student of any type; visitors include job applicants and applicants for admission.

Table 4
Consultations provided, by subject

Employment equity/discrimination in employment	75
Sexual harassment	52
Gender discrimination	6
Homophobia/gay and lesbian rights	5
Demeaning posters/exhibits/articles	4
Conflict resolution mechanisms	4
Discriminatory scholarships	3
Office of Human Rights - Role of	3
Sexual assault/violence against women	3
Discrimination - religious beliefs	2
Worksite harassment	2
Disabilities	1
Others	4
Total	164

Table 5
Consultations provided, showing type of person or body requesting

University Administrators	71	Academic Staff	9
Media (on & off campus)	26	Support Staff	8
University Committee	15	Trust Staff	5
Campus Organizations	10	Graduate Students	4
External Agencies/Persons	12	Undergraduate Students	4
Total			164

policy at the University to the sexist names applied to University degrees (bachelor, master). External organizations also ask for guidance and information on human rights topics, and in the past year several community organizations have consulted OHR for help in developing sexual harassment and employment equity policies.

Presentations

A presentation is a function organized by OHR for a particular group of people or for the general public to give information on a particular topic or group of topics. A presentation may also be in the form of a participatory discussion.

Some presentations are organized at the initiative of OHR. In other cases, OHR is invited to make or participate in a presentation sponsored by another campus unit or organization. Still others involve invitations to speak to gatherings of Edmonton human rights organizations or to make public speeches at local human rights celebrations.

In the year in review, OHR made 78 presentations.

Table 6
Presentations by topic, showing number of participants

Topic	Total Number of Presentations	Number of Participants
Employment Equity	37	1,043
Sexual Harassment	28	356
Office of Human Rights	12	206
Gay and Lesbian Rights	1	54
Totals	78	1,659

Table 7
Presentations, showing topic and type (invited/office initiated)

Topic	Invited	Office Initiated
Employment Equity	16	21
Sexual Harassment	28	0
Office of Human Rights	12	0
Gay and Lesbian Rights	1	0
Totals	57	21

Table 8
Invited presentations, showing type of inviting organization

	Type of Organization			
	Invited Presentations	University Department	Staff or Student Group	External Group
Employment Equity	16	12	3	1
Sexual Harassment	28	17	10	1
Office of Human Rights	12	6	6	0
Gay and Lesbian Rights	1	0	1	0
Totals	57	35	20	2

Requests for material

The Office of Human Rights has inherited, created and accumulated a wide variety of materials on the subjects it deals with. Most of this is in printed form. There are a few videos available on loan. OHR owes a considerable debt of gratitude to Professor Doris Badir who, as Special Assistant to the President on Equity Matters, accumulated and catalogued a large and valuable collection of material on employment equity, and to Ellen Shoeck who, as the University's first sexual harassment advisor, collected materials on that topic.

OHR has added to this collection over the past year, particularly through the addition of materials on general human rights topics and through a growing number of subscriptions to periodicals.

One of the goals of OHR during the coming year is to move to new quarters that would give the campus community better access to these materials. A number of people use the collections for research, and in the current space the materials cannot be properly organized, displayed or used.

Included as requests for materials are requests for brochures, pamphlets and information sheets prepared by OHR to explain its services, or to offer guidance to community members on topics on which OHR is expected to have expertise.

In the year under review, OHR received 104 requests for materials.

Table 9
Requests for material, by subject

Sexual harassment	60
Employment equity	22
Office of Human Rights	19
Conflict resolution	1
Date rape	1
Sexist language	1
Total	104

FURTHER MAJOR ACCOMPLISHMENTS

EMPLOYMENT EQUITY

In February 1991, the Office of Human Rights was informed that the University of Alberta was to undergo a compliance review by the Federal Government under the terms of the Federal Contractors Program.

The Contractors Program requires that employers with 100 or more employees wishing to bid on Federal Government goods and services contracts worth \$200,000 or more must prepare and implement a plan for removing artificial barriers to employment and increasing the representation in its workforce of the four designated groups (aboriginal peoples, persons with disabilities, members of visible minorities and women).

Although the University had committed itself to the Contractors Program in 1987, there remained a great deal to be done before an acceptable plan could be submitted to the Federal Government.

OHR had, therefore, to readjust its priorities and act swiftly to launch an information campaign, conduct an equity census, create a database and take any other steps necessary to establishing an acceptable plan.

Information campaign

OHR mounted an extensive campaign in the summer and fall to provide all University employees with basic information about employment equity and the Federal Contractors Program.

With assistance from the President, two brochures were mailed to all continuing staff; articles were published in *Folio*; and information sessions were arranged. Finally, Equity Week (October 5-9) featured presentations on the demographics of the workplace, interactive theatre productions, information sessions, a 2-page insert in *Folio*, and distribution to all continuing faculty and staff of a third brochure to explain the purpose of the census.

Equity census

To find out the workforce participation information required to establish a good employment equity program, OHR declared a census day (October 9, 1991) and distributed more than 5,000 voluntary census forms to continuing faculty and staff.

The initial return rate was 71 percent.

Census data (reported in *Folio*, 21 February, 1992) show the numbers of target group members employed and at what tasks. This information will help the University identify problem areas and seek solutions.

Equity database

A system to handle the equity data and produce reports as required was designed and established over the summer. OHR worked closely with University Computing Systems and Personnel Services and Staff Relations on this project and is

grateful for the patient assistance of these two units. Coding all positions by standard occupational codes and developing systems to meet the Government reporting requirements as well as the needs of the University was a painstaking process.

Results of the census have been stored in an equity database accessible only to the staff of OHR. All new faculty and staff will be invited to complete a census form, and this will enable the University to track changes in designated group representation over time. As well, the system will be able to determine whether or not members of the designated groups are reasonably represented amongst those who are promoted, or resign, or retire or are laid off.

PRESIDENT'S EMPLOYMENT EQUITY IMPLEMENTATION COMMITTEE

On the advice of the Office of Human Rights and with the support of Deans' Council, President Davenport created the President's Employment Equity Implementation Committee in mid-1991, its work to be coordinated through OHR. Dr Davenport charged the Committee with the development of an employment equity plan that not only meets the requirements of the Federal Contractors Program but, more importantly, meets the needs of the University of Alberta.

Represented on the Committee are both staff associations, Deans' Council, Chairs' Council, General Faculties Council, the Board of Governors and the Vice-Presidents (Academic) and (Administration). The Committee also has four members at large.

The Committee is now undertaking a review of central employment policies and practices at the University of Alberta to determine if any of them have an adverse employment impact on the designated groups.

The Committee's goal is to have an equity plan written by May 1, 1992. It will then be submitted to General Faculties Council.

SEXUAL HARASSMENT

On OHR's recommendation—with advice and assistance from Ellen Schoeck—the President's Advisory Committee on Sexual Harassment (PACSH) is currently undertaking a thorough review of the University's sexual harassment procedures. The process is expected to be completed by December 1992.

OHR is responsible for implementing sexual harassment policies and procedures as established by PACSH, and also coordinates the work of PACSH.

EQUITY STATEMENT

An equity statement for students will appear in the 1992-1993 University Calendar, making clear the University's commitment to an environment in which characteristics such as race, gender or sexual orientation are irrelevant, except where it is reasonable and justifiable to consider them.

The statement, prepared by OHR with assistance from the Registrar and the Committee on Admissions and Transfers and approved by General Faculties Council in November 1991, results from a project initiated by Professor Doris Badir. As Special Assistant to the President on Equity Matters, Professor Badir envisioned a statement of this kind addressed both to staff and students and worked for some time to develop it.

MEDIATION SERVICES

At the request of Dr Lois Stanford, Vice-President (Student and Academic Services), the Office of Human Rights shelters a group of trained mediators, comprising student, staff and faculty members, who will mediate campus disputes when asked to do so. Coordinator of the University Mediators is Dr Bill Stewart, Faculty of Extension. Under his direction, a brochure explaining the mediation process has been prepared and distributed across campus. Dr Stewart plans to offer training opportunities for new mediators as well as further training for current members of the group.

Lois M Stanford
Vice-President (Student and Academic Services)

APPENDIX A

MISSION STATEMENT

The Office of Human Rights assists the University of Alberta in its efforts to evolve an environment which values diversity in its staff and students, and ensures that deserving people are not denied any of the employment, learning or research opportunities available through the University for reasons unrelated to ability. Through influence, encouragement and information the Office assists the University to adopt and enforce progressive measures designed to secure the universal and effective recognition and observance of human rights.

MANDATE*

- To provide educational leadership with respect to basic human rights on campus, to encourage healthy debate of human rights issues and to keep the campus informed with respect to human rights issues and cases.
- To coordinate, where possible and desirable, the work of helping agencies on campus.
- To provide advice, referral and assistance to members of the University community whose human rights, as laid out in University policy, the Individual's Rights Protection Act or the Alberta Bill of Rights, have been abridged or who feel they have been or are being harassed.
- Through the implementation of the University's sexual harassment procedures, to provide a mechanism through which the University can meet its legal and ethical responsibilities with respect to sexual harassment.
- To coordinate the activities of the University of Alberta in developing and implementing an employment equity plan which meets the terms and conditions of the Federal Contractors Program and more importantly, which is acceptable to, and meets the needs of, the University of Alberta.
- To provide consultative services on human rights issues to University of Alberta officials, committees, staff and students as requested.

** Of the six Mandate statements, only two (d. and e.) were formally ascribed to the Office. The other statements come either from the description of the Office as envisaged by the President's Commission for Equality and Respect on Campus, the advertisements used to recruit staff to the Office, the planning documents and proposals that were involved in the design of the Office and/or the expectations of the University community as communicated through requests for service.*

APPENDIX B

The Office of Human Rights acknowledges the many campus offices and agencies that have been instrumental in helping to effect informal resolutions.

Association of Academic Staff
Campus Security
Dean of Student Services
Disabled Student Services
Graduate Students' Association
International Centre
Native Student Services
Non-Academic Staff Association
Personnel Services and Staff Relations
Student Advisory Services
Student Counselling Services
Student Financial Aid and Information Centre
Student OmbudService

Fran Trehearne
Director, Office of Human Rights
February 1992



Steve Melnyk, left, and Randy O'Hara, helped Christine Andrew celebrate her 34th birthday on the farm.

Temporary staffer a blue-ribbon worker, University Farm managers find

Her two-month work term at the University Farm—one month in town, one month at Ellerslie—passed all too quickly for Christine Andrew and her supervisors.

"It's too bad she was here just one calendar month, she was just hitting her stride," says Steve Melnyk, supervisor of the Department of Animal Science's Ellerslie Research Station. Randy O'Hara, Melnyk's counterpart at the Poultry Research Unit here in the city, agrees.

Andrew, who has been deaf since birth, told *Folio* she "learned a lot about chickens and cattle. I really did my best, but it was very tiring." Sore muscles aside, she says she takes away memories of Melnyk's trying to learn sign language and teaching her to drive a tractor. "The way I looked at it," Melnyk said, "she had to do everything I did ... it's a physically demanding eight-hour day."

At the Poultry Unit, Andrew fed and looked after about 4,500 chickens plus half a dozen rare breeds of the species, collected eggs and recorded data on the chickens' production. At the feedlot at Ellerslie, she and Melnyk made sure the 200 head of cattle were given the right amount of food, and she fed the animals in the different barns and kept the premises tidy. Melnyk, concerned early on about cattle coming up behind Andrew, said he soon realized his fears were groundless because of the sixth sense that allows a deaf person to pick up vibrations and to be aware of anything out of the ordinary very quickly.

"I found Christine liked to get into a routine," Melnyk said. "If she had been taking barn 4 regularly and I kidded her by saying 'Take barn 1,' she was quick to let me know her preference."

Laraine Strafford, Director, Off Campus Research Resources, Department of Animal Science, said, "We [management and staff of the two units] have benefited at least as much as Christine has." In one sense, she said, we were the ones who were disabled in that there's a tendency to be uneasy and think there will be a lot of difficulty communicating. Commenting that the Alberta School for the Deaf has recently published a new booklet on basic hand signals, Melnyk said it was unfortunate that "we got it late in Christine's term; we had been learning as we went along." (The hope had been that the booklet would carry some information related to farm work and nomenclature but, as it turned out, that wasn't the case.)

Andrew applied for the farm position through Deaf Career Connections, a program that seeks to provide "basic job readiness" for persons who are deaf or hard of hearing and who are 18 years of age and older. Janet Hume, project manager, referred to Andrew as "our star student" and said, "we're really proud of her, she's a hard worker."

Might further work at the farm be in Andrew's future? It depends on funding. "She'd be one of the first considered," O'Hara asserts.

ACTIVITIES

Fred Otto, Dean of Engineering, has been appointed to the board of the National Research Council of Canada...The Board of Governors recently approved the reappointment of Marilyn Wood as Dean of the Faculty of Nursing for a five-year term, effective 1 July 1993. The Board also approved the extension of the term of Bob James as Vice-President (Research) from 1 July 1992 to 31 December 1992...MK Bacchus (Chair, Educational Foundations) presented a paper in January at an international conference held at the University of the West Indies and sponsored by the Government of Trinidad and Tobago to mark (not to celebrate) the 500th year since Columbus' arrival in the Caribbean. The theme of the conference was "Encounter Between Worlds - The Caribbean: Centuries of Human Achievement" and the paper presented by Dr Bacchus was "Outcome of Resistance and Challenge by Those Who Received an Education"...David Olson (Centre for Research in Maternal, Fetal and Newborn Health) was an invited speaker to the 24th Royal College of Obstetricians and

Gynaecologists (United Kingdom) Study Group on "Prostaglandins and the Uterus" in London. His presentation was titled "A pathway for prostaglandin synthesis for labour." Dr Olson also presented two lectures to the staff of the Maternity Department of the John Radcliffe Hospital, Oxford, and the Oxford University Department of Obstetrics and Gynaecology, titled "The control of cyclooxygenase synthesis in the human amnion" and "The role of prostaglandins in fetal and neonatal lung development"...At the University of Zaragoza, Spain, JP Das (Developmental Disabilities Centre) recently gave a full-day seminar on "Methods of diagnosis and remediation of mentally retarded children." Before visiting Zaragoza, Dr Das spent a day at the University of Malaga with a group of 20 researchers who are using the theory and method for educating intellectually handicapped children developed by him and his colleagues...

Jean-Louis Malouin (Dean, Faculty of Business) is serving on the 1992 Chamber of Commerce Board.

LAURELS



Ilona Kennedy has been awarded the "Silver Prize" in the 5th International Biennial Print Exhibit in the Republic of China.

The award is accompanied by a cash prize of approximately \$4,000; unfortunately, family commitments prevented Kennedy from attending the awards ceremony 18 February in Taiwan.

The work which won the award was "Hands II", photo etching 1991. It will become part of the permanent collection of the Council for Cultural Planning and Development in Taiwan. In the 1989 exhibition there were 2,422 works from 54 countries of which 501 were selected.

Kennedy completed her BFA last year; "Hands II" was produced for her final graduation show in April 1991.

Madame Marguerite Moysey est une des deux lauréates, pour 1991-92, de la Lou Hyndman Edmonton Glenora Award. D'un montant de 4,000\$, cette bourse prestigieuse vient souligner la belle réussite dans ses études de cette étudiante de troisième année et récompenser ses qualités de leader.



Marguerite Moysey

Originnaire du Québec et installée en Alberta depuis plus de 10 ans, Moysey s'intéresse à la pédagogie "depuis toujours" et se destine à l'enseignement après son séjour à la Faculté Saint-Jean. Active sur bien des fronts, elle s'est tout particulière-

ment distinguée lors de ses études au Collège Keyano où elle a été la force motrice de la création d'une section locale de l'Alberta Teachers' Association destinée à servir les futurs enseignants.

Norbert Morgenstern, University Professor of Civil Engineering, has been elected a Foreign Associate of the National Academy of Engineering of the United States of America. Academy membership honours those who have made "important contributions to engineering theory and practice, including significant contributions to the literature of engineering theory and practice" and those who have demonstrated "unusual accomplishments in new and developing fields of technology".

"The competition ended exactly as it should have. [Kristi] Yamaguchi was the most consistent athlete and freshest stylist." So said a *Time* piece (2 March) on the 1992 Winter Olympics. The American (Fremont, California) gold medalist in figure skating has a dual connection with Edmonton: she trains at the Royal Glenora Club and is a student at the U of A.

Electrical Engineering Professor Robert Fedosejevs has been elected a senior member of The Institute of Electrical and Electronics Engineers, Inc. Senior member is the highest professional grade; only eight percent of the Institute's membership of more than 300,000 have been elected senior members.

VICE-PRESIDENT (RESEARCH), UNIVERSITY OF ALBERTA

The University of Alberta invites applications from, and nominations of, qualified women and men for the position of Vice-President (Research). The appointee is expected to take office on 1 January 1993. The Search Committee intends to conduct interviews in June and therefore wishes to receive applications by 1 May 1992.

The University of Alberta is recognized as a centre of excellence in Canadian higher education, with many teaching and research programs of international distinction. Founded in 1908, it is the second largest university in Canada, with full-time enrollment of more than 25,000 students, in undergraduate, graduate and professional programs. It has an operating budget in excess of \$300 million, and receives more than \$70 million in sponsored and contract research funding annually. The University has one of North America's outstanding libraries, with collections exceeding 3 million printed volumes, 2.5 million microform volumes, 700,000 government documents, and 20,000 serial subscriptions.

The Vice-President (Research) is responsible for providing leadership and vision in the support and administration of research at the University through the promotion of a standard of excellence in research and scholarship which will bring international acclaim to the University's research programs. Reporting to the Vice-President (Research) are the Research Grants Office, the Office of Intellectual Property and Contracts, and several distinguished interdisciplinary research centres. The Vice-President (Research) has overall responsibility for the administration of research grants and contracts, for liaison between the central administration and public and private institutions which fund research, and for the dissemination of research findings to the community the University serves. Candidates will have a distinguished record of research and teaching, and experience in academic administration.

Those members of the University community who would like to suggest the names of possible candidates for this position should write to the President as soon as possible. The committee intends to begin interviews in early June. Those wishing to be considered for the position are urged to submit a *curriculum vitae* by 1 May 1992 to: Dr Paul Davenport, President, Room 3-1 University Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2J9. Telephone (403) 492-3212.

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

Members of the University of Alberta community who have comments about this search are invited to write to Dr Paul Davenport, Chair of the Search Committee, or to contact any of the Committee members.

The membership of the Search Committee follows: Dr P Davenport, Chair; Mrs Mary O'Neill, Board of Governors; Mr Reg MacDonald, Board of Governors; Dr Terri Allen, teaching faculty; Dr Peggy-Anne Field, teaching faculty; Dr Cyril Kay, teaching faculty; Dr Fred Otto, Deans' Council; Dr William Bridger, Chairs' Council; Dr Norm Dovichi, AASUA; Ms Katrina Haymond, Students' Union; Mr Doug Vanhooren, Students' Union; Mr Mike Hamilton, Graduate Students' Association; Dr Frederick Greenberg, NASA.

TALKS



ACCOUNTING

6 March, 2 pm

Janet Morrill, "Information Search Behavior of Expert and Novice Auditors When a Directed Search Strategy is Required: Dissertation Proposal." B-05 Business Building.

APPLIED MATHEMATICS INSTITUTE

10 March, 3:30 pm

RE Hayes, "Finite Element Simulation of Catalytic Monolith Reactors." 657 CAB.

17 March, 3:30 pm

M Vidyasagar, Centre for Artificial Intelligence and Robotics, Bangalore, India, "An Overview of Modern Linear Optimal Control Theory." 657 CAB.

BIOCHEMISTRY

12 March, 12:30 pm

Norm Dovichi, "High Speed DNA Sequencing and High Sensitivity Protein Sequencing." 2-27 Medical Sciences Building.

BOTANY

12 March, 4 pm

Kym Schreiner, "Callose-Minded: Correlating Aluminum Resistance and Membrane Injury in Wheat." M-149 Biological Sciences Centre.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

12 March, 7:30 pm

Victoria Kliuchnikova, Department of Philosophy, Kiev State University, "The Dumas: The Historical Epos of Ukraine." Heritage Lounge, Athabasca Hall.

CENTRE FOR RESEARCH IN MATERNAL, FETAL AND NEWBORN HEALTH

17 March, 7:30 pm

Berlex Canada Inc Public Lectures in Obstetrics and Gynaecology. Margaret Rees, MD, John Radcliffe Hospital, Oxford, "Menstruation: The Curse?" Bernard Snell Hall, Walter C Mackenzie Health Sciences Centre.

CHEMICAL ENGINEERING

12 March, 3:30 pm

KW Redford, "Continuous Microwave Demulsification of Water-in-Oil Emulsions." 342 Chemical-Mineral Engineering Building.

CLOTHING AND TEXTILES

12 March, 1 pm

Debbie Caseburg, "Clothing and Shamanism: A Northern Perspective." 131 Home Economics Building.

DENTISTRY

7 March, 8:30 am

D Pettigrew, "Partnership Strategies in Periodontics for the Nineties." Fee. Information and registration: Debbie Grant, 492-5023. 4069 Dentistry-Pharmacy Centre.

EAST ASIAN LANGUAGES AND LITERATURES

12 March, 4 pm

Jack Lin, "In the Labyrinth: the Condition of Women in the Fiction of Liao Hui-ying, Li Ang, and Hsiao Sa." Senate Chamber, 3rd Floor, Arts Building.

ENGLISH

10 March, 3:30 pm

1992 FM Salter Lectures on Language. Rudy Wiebe, "The Artifice of Iron Hand." L-1 Humanities Centre.

11 March, 4 pm

Gary Kelly, "Class, Gender, and the Constitution of Britain: Maria Edgeworth and Her Contemporaries." 6-40 Humanities Centre.

12 March, 3:30 pm

1992 FM Salter Lectures on Language. Rudy Wiebe, "Articulating the Skull in the Swamp." L-1 Humanities Centre.

17 March, 3:30 pm

Kreisel Lecture in Literature and the Visual Arts.

Svetlana Alpers, University of California, Berkeley, "Rubens and the Engendering of Art." 2-20 Fine Arts Building,

18 March, 4 pm

Professor Alpers, "Rembrandt's Enterprise: The Studio and the Market" (seminar). 2-28 Fine Arts Building.

ENTOMOLOGY

12 March, 3:30 pm

Tracy N Kutash, "Aspects of Locomotion in Ephemeroptera Nymphs." TBW-1 Tory Breezeway.

FAMILY STUDIES

9 March, 7:30 pm

David Klein, Department of Sociology, University of Notre Dame, "Caught in the Crunch: Neo-Traditional Husbands in a Feminist World." B-2 Tory Lecture Theatre.

11 March, noon

David Klein, "Grazing and Other 'Strange' Behaviors: The Social Networks of Adolescents in a Neighborhood Context."

5-21 Tory Building.

12 March, 12:30 pm

David Klein, "Metatheory in Family Studies and Other Social Sciences." 3-57 Assiniboia Hall.

FOREST SCIENCE

11 March, noon

Yasu Hiratsuka, Canadian Forestry Service, "Microbiological Investigations of Decay and Staining of Aspen." 849 General Services Building.

GEOGRAPHY

6 March, 3 pm

Martin Magne, Archaeological Survey, Provincial Museum of Alberta, "Multivariate Analysis of Rock Art: Writing-on-Stone Provincial Park." 3-36 Tory Building.

GRADUATE EDUCATIONAL ADMINISTRATION ASSOCIATION

12 March, 10 am

John Dyer, "The Non-Medical Use of Laughter." 165 Education South.

HUMAN ECOLOGY—ISSUES IN THE NORTH

10 March, 2:30 pm

Jill Oakes and Rick Riewe, "The Circumpolar People: Eskimoan Peoples Under Four Flags." L-2 Humanities Centre.

LAW

13 March, noon

Marilou McPhedron, former chair, Ontario Task Force on Sexual Abuse of Patients, "The LEAF Experience." Faculty Lounge, Law Centre.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

12 March, 12:30 pm

Malcolm Butler, North Dakota State University, "Biomaniipulation of a Shallow Prairie Lake." M-149 Biological Sciences Centre.

MUSIC

12 March, 3:30 pm

Jolanta Pekacz, "Chopin and Parisian Salons, 1831-1849." 2-32 Fine Arts Building.

NORTHERN BIOLOGY SEMINAR SERIES

13 March, noon

Brett Purdy, "The Athabasca Sand Dunes: Perspectives on the Management of Endangered Species and Endangered Spaces." G-116 Biological Sciences Centre.

PLANT SCIENCE

10 March, 12:30 pm

Rae Trimble, "Fruit Ripening and Ethylene." 1-06 Agriculture-Forestry Centre.

12 March, 12:30 pm

Brant Kiruchuk, "Historical Use and Attitudes Towards Fire." 1-06 Agriculture-Forestry Centre.

ROMANCE LANGUAGES, ENGLISH, AND COMPARATIVE LITERATURE

10 March, 3:30 pm

Terence Cave, Saint John's College, University of Oxford, "Forms of Experience in Early Modern Europe—Of Jellies." L-2 Humanities Centre.

11 March, 4:30 pm

Terence Cave, "Imagining Scepticism in the Sixteenth Century." Senate Chamber, Arts Building.

12 March, 3:30 pm

Terence Cave, "Forms of Experience in Early Modern Europe—The Great Sixteenth Century Inflation." L-2 Humanities Centre.

UNIVERSITY TEACHING SERVICES

9 March, 3 pm

Clement Leibovitz, "Teaching Mathematics with Mathematical Software." 315 General Services Building.

10 March, 12:30 pm

Ronna Jevne, "Living with Broken Dreams: When Life Makes Excellence Impossible." 349 CAB.

11 March, 3 pm

Raymond Au, "Overview of Desktop Publishing Software." TBW-2 Tory Breezeway.

12 March, 3:30 pm

Gerald S McCaughey, "Seeking the 'Operating Intelligence' Behind Human Endeavours." 349 CAB.

WOMEN'S LAW FORUM


6 March, 7 pm

Judy Fudge, professor of law, Osgoode Hall; Susan Jackel, and Ronnie Leah, professor of sociology, University of Lethbridge, "Law, Society and Feminism: What Feminism Has to Say to Law." Tickets are \$5 for students and can be reserved by calling the Faculty of Law, 492-4784.

ZOOLOGY

6 March, 3:30 pm

Emil Skamene, Centre for Host Resistance, Montreal General Hospital Research Institute, "Molecular Basis of Host Resistance to Infectious Diseases." M-149 Biological Sciences Centre.

 This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

POSITIONS



The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 28 February 1992. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR. Positions available as of 28 February 1992.

The salary rates for the following positions reflect adjustments in accordance with the new classification system and pay plan.

CLERK TYPIST (Grade 5), Health Sciences Laboratory Animal Services, (\$1,855 - \$2,298)

SECRETARY (Grade 5), Ophthalmology, (\$1,855 - \$2,298)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

MEDICAL STENO (SECRETARY/COORDINATOR) (Trust/Part-time), Pediatrics, (\$872 - \$1,115) (prorated)

TECHNICIAN I (Trust), Medicine, (\$1,808 - \$2,324)

TECHNOLOGIST II (Trust) Medicine, (\$2,422 - \$3,140)

Visitor to give Finnish perspective on educational psychology issues

When Sieja Aysto first read Educational Psychology professor JP Das's work while studying at the University of California, Berkeley, she realized it could be applied to a model of understanding the cognitive dysfunctions of brain-damaged adults. Thus began a fruitful association.

Dr Aysto, who visited the U of A in 1989, returns as a Distinguished Visiting Speaker. She will be giving a number of lectures and seminars over the next few weeks. "My work has been heavily influenced by a theoretical model of viewing intellectual functions," she says.

"The model originated here at the University of Alberta, and is a synthesis of Russian neuropsychology and North American cognitive psychology, constructed by Dr Das, his colleagues and students," says Dr Aysto, of the University of Jyväskylä and Developmental Disabilities Centre, Suolahti, Finland.

"I immediately applied the model to understanding the cognitive dysfunctions of brain-damaged adults," she explains. "I have used it in studying a variety of intellectual disabilities."

Her lectures include: "Teaching the Mentally Handicapped Individuals in Finland", 10 March, 8 pm, 1-128 Education North; "Education of Individuals with Handicaps, Problems and Issues", 12 March, noon, 4-110c Education North; "Intellectual Functions of Brain-Damaged Adults: Assessment", 24 March, 5 pm, 3-106 Education North; and "Cognitive Functions of Elderly People: A Study of Finland" (time and date to be announced).

Dr Aysto will also have consultation hours for students on Mondays and Fridays, for two hours at various times.

EVENTS



The St. Lawrence String Quartet

EXHIBITIONS

CLOTHING AND TEXTILES

Until 30 April

"What is Textile Conservation?" This exhibit explains the concerns and work of textile conservators using examples of textile treatments from the lab of Conservation Services. Basement, Home Economics Building. Hours: Monday to Friday, 8 am to 5 pm.

FAB GALLERY

Until 8 March

"MDF Lite"—an exhibit by Industrial Design Program students of experimental furniture design using medium density fibreboard.

Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday, Monday and statutory holidays, closed. 1-1 Fine Arts Building.

MCMULLEN GALLERY

Until 28 March

"Wooden Women and Other Survivors"—an exhibition of artifacts from South Asia selected by Yuri Drohomirecki from his own collection. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

FILM

GERMANIC LANGUAGES

10 March, 7:15 pm

Der Schlaf der Vernunft (1983-84), black and white, German with English subtitles. 141 Arts Building.

MUSIC

DEPARTMENT OF MUSIC

12 March, 8 pm

Visiting Artists—St. Lawrence String Quartet with guest, Stéphane Lemelin, pianist. Tickets: \$7/adults, \$5/students and seniors, available at the door. Convocation Hall.

15 March, 8 pm

Richard Troeger, harpsichordist, featuring the debut of the Department of Music's new harpsichord. Tickets: \$7/adults, \$5/students and seniors, available at the door. Convocation Hall.



Richard Troeger

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

RENT - Old Strathcona, charming, three bedroom home. Office area, garage, pretty yard. May 1992 - August 1993. \$1,200/month. Western Relocation, 434-4629.

RENT - Mill Creek Ravine, three bedroom bungalow, across from park. Double garage, opener, immediate. \$1,200/month. Western Relocation, 434-4629.

RENT - Furnished, two bedroom house, near University. 1 July 1992 - 1 July 1993. \$850/month. 435-2154.

RENT - Executive bungalow, Saskatchewan Drive. Fully finished basement, double garage, atrium, studio with/without furniture, references required. Janice Duke, Royal LePage, 437-7480.

SALE - Belgravia, 1,305' bungalow. Superb location, beautifully treed lot, hardwood floors, double garage. Just steps from the University, \$175,000. Ed Lastiwka, Royal LePage Realty, 446-3800.

RENT - Windsor Park, fully furnished sabbatical home, three bedrooms, garage, deck. July-December, \$950/month plus utilities, nonsmokers, no pets. 433-0405.

SALE - Condominium living at its best! "The Uplands" in Riverbend, two bedrooms, den, underground parking, elevator, security, sunny south unit. Ann Dawrant, Spencer Realty, 435-0808.

SALE - Old Riverbend, cozy, 1,340' bungalow in quiet treed crescent, 1/2 block to school and ravine. Three bedrooms, two fireplaces. Good bus service to University. Ann, Spencer Realty, 435-0808.

RENT - Glenora, 10324 136 Street, 1,000', one bedroom, classy main floor, hardwood and marble floors, fire sprinklers, in-floor heating, big yard. \$845/month, available immediately. Allen, 455-7122.

SALE - Grandview, just listed. Bungalow, totally upgraded, excellent location. Sherry Mailo, Re/Max Real Estate, 438-7000.

SALE - Westbrook, beautifully upgraded home backing onto golf course, \$287,000. Sherry Mailo, Re/Max Real Estate, 438-7000.

SALE - Bungalow, 1,460', huge lot, oversized garage, deck, hot tub, fireplace, family room, \$145,000. Sherry Mailo, Re/Max Realty, 438-7000.

SALE - Panoramic view (just out your front door). Flexwatt, vision-wall state-of-the-art award winning technology. Upgraded corner unit. Riverwind, close to University. Nancy Steen, Re/Max, 498-1865.

SALE - Private, one acre ravine with gorgeous and renewed hillside bungalow. Tasteful, first-class. Two triple garages, minutes to University, airport, \$570,000. Andrea Hammond, Royal LePage, 436-5080, 435-5640.

RENT - Immaculate 3,000', four bedroom home. Seven appliances, air conditioning, double garage, fully furnished, close to University. Available immediately, or April. Steve, 454-3819, Ted Power Realty.

SALE - 2,500 square foot bungalow, ravine location, Riverbend, beautifully renovated. Denise Rout, Spencer Realty, 435-0808, 435-6355.

SALE - Penthouse, Saskatchewan Drive. Sophisticated and elegant, two storey with fabulous views, \$298,000. Denise Rout, Spencer Realty, 435-0808, 435-6355.

RENT - Blue Quill, three bedroom, five-level split. Furnished or unfurnished. One year starting 1 July, August, or September. Nonsmokers and no pets. 436-4912, 492-5187.

SALE - Saskatchewan Drive condo, walking distance to University. Two bedrooms, two full bathrooms, five appliances, underground parking, security. Sauna, jacuzzi, recreation facilities available. Try 5% down! \$115,000. Marty/Lance, 432-7981.

RENT - Charming ground level, two bedroom suite with fireplace and separate entrance. Country setting (Riverbend), nonsmoker, single occupancy preferred. \$550/month, negotiable. 434-6022.

RENT - Fully furnished house, three bedrooms plus study, Allendale. 12 May - 1 August, \$600/month. 435-1218, 492-0854.

ACCOMMODATIONS WANTED

RENT or housesit. University of Alberta doctor and wife need two bedroom or larger home from 1 May. Impeccable tenants. References. Phone 436-1946 evenings.

PURCHASE - Working at the University, looking to buy within walking distance. Possession date negotiable. Contact Sherry Mailo, Re/Max Real Estate, 438-7000.

HOUSESIT - Visiting professor needs two bedroom accommodation for 5-25 July. Impeccable tenants. References. 492-3678.

GOODS FOR SALE

CASH PAID FOR APPLIANCES, 432-0272.

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PROFESSIONAL TYPIST - Word processing. Specializing in theses, dissertations, manuscripts. Gwen, 467-0515.

TECHNICAL EDITOR AND WRITER - Familiar with APA and MLA styles. References. Call Patricia Craig at 492-5837 or 452-3109.

PROFESSIONAL WORD PROCESSOR - Engineering and general transcription, résumés, manuscripts. Reasonable. 481-5274.

AD HOC BUSINESS SERVICE - Word processing/laser print. Medical and general transcription, letters, reports, theses, résumés, manuscripts. 451-3315.

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Chancellor's Office Hours

Chancellor Sandy Mactaggart will hold office hours for students at 150 Athabasca Hall (entrance at the north end of the building) from 4:00 to 5:00 p.m. on the following days:

- Thursday, March 12
- Friday, March 13
- Wednesday, April 8
- Wednesday, April 15
- Wednesday, April 22

Office hours are open to all students in the University. The Chancellor will meet with students on a first come, first served basis.

CENTRE FOR RESEARCH IN MATERNAL, FETAL AND NEWBORN HEALTH

The University of Alberta presents

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lectures in

Obstetrics and Gynaecology

"Menstruation: The Curse?"

by

Dr. Margaret Rees

lecturer

Department of Obstetrics and Gynaecology Oxford University, John Radcliffe Hospital.

Tuesday, March 17, 1992
7:30 p.m. Bernard Snell Hall
Walter C. Mackenzie
Health Sciences Centre

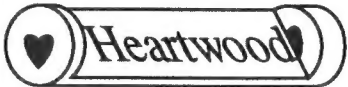
Menstruation is experienced at least 400 times by women during their reproductive life. For some it can be a very unpleasant experience. Dr. Rees will discuss new therapies for treating menstrual disorders.

Continued on page 8

OPEN HOUSE - Springhill Co-op Nursery School, 16 March, 7-9 pm, Garneau School. Meet the teacher, register your 2-4 year old. Flora, 439-5353, or Pam, 466-3512.

PROGOFF INTENSIVE JOURNAL WORKSHOP, level 1 with Reverend Dr Cullene Bryant, Strawberry Creek Lodge, 21-23 August. Accommodation/meals \$110, tuition \$125, plus GST (discounts available). Call 432-7582.

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GSA Annual General Meeting

Agenda Items Include:

- GSA Executive Elections and Announcements
- Budget for the year 1992-1993

Come and express your opinions to the GSA on issues which affect Graduate Students.

March 16, 1992 6:00 p.m. TLB1

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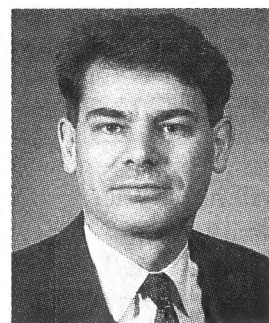
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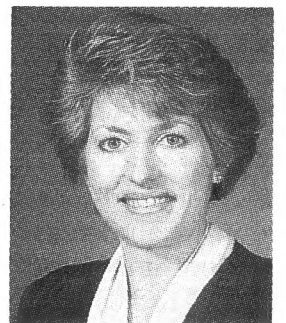
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